



TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE

730 MASSACHUSETTS AVENUE, ARLINGTON, MA 02476
PHONE (781) 316-3120 FAX: (781) 316-3129

TRICIA O'DONOGHUE, CHAIRMAN
BARBARA BOLTZ
ANDREA HAAS
AUGUSTA HAYDOCK
JACK JONES
LORI LENNON

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee Meeting Minutes Wednesday September 13, 2017 7:30 p.m.

Present: Tricia O'Donoghue (Chairman) Barbara Boltz, Caryn Malloy, Jack Jones, Andrea Haas

Absent: Lori Lennon, Augusta Haydock

Minutes

Barbara Boltz moved approval of the minutes as corrected.

SO VOTED

Current Job Openings

The Committee reviewed hiring activity over the summer months. There were about 20 titles advertised since the beginning of June. There is increased hiring activity in the summer as it is the start of the new fiscal year.

Current Bid Projects

The Committee reviewed current projects: The renovation of Robbins Farm infield and basketball courts was awarded to Cataldo Construction Company and is underway. The Central School driveway was just awarded to Antonellis Construction and sanitary sewer project was awarded to Rapid Flow

The complete re-construction of the Gibbs School is underway. The Committee discussed the options for quantifying the % of female and minority participation on the project. In the past it has been challenging to meaningfully tally the female and minority participation. Chairperson Tricia O'Donoghue explained that if you looked at just the makeup of the 21 contractors involved in the Thompson School renovation, the female and minority participation rate would be at around 19%. Members were asked to consider this question and bring their ideas to the October meeting.

The Committee then discussed gender neutral bathrooms at the Gibbs 6th grade school, currently under construction. Barbara Boltz indicated that she would follow up with School Committee member Bill Hayner to see what the school policy is about providing gender neutral bathrooms. Caryn Malloy indicated she would review the Human Rights Commission Municipal Equality Index to see if this issue is addressed.

Tricia O'Donoghue reported that she had checked on the progress of the Minuteman Regional Vocational School reconstruction project. The bids for the project are going out October 11th.

School Diversity Task Group (SDTG)

Barbara Boltz reported that the APS has appointed an Assistant Superintendent of Schools of African American descent. He met with the SDTG and indicated that he would like to meet monthly with the group. Their next meeting is scheduled for 10/16. Barbara also gave the Committee a review of other hiring activity in the APS.

Regarding the APS Annual District Goals, over the course of several months the SDTG successfully lobbied the Arlington School Committee to make cultural competency training an essential part of teacher training.

Barbara Boltz moved to adjourn the meeting at 8:55 p.m.

Caryn Malloy
Equal Opportunity Officer